

COUNTY COUNCIL

(as amended)

OF

HARFORD COUNTY, MARYLAND

BILL NO. 75-50 (as amended)

Introduced by Councilman Freeman at the request of the County ExecutiveLegislative Day No. 75-20Date: June 10, 1975

AN EMERGENCY ACT to add new Article 20, heading "Equal Employment Opportunity Advisory Commission" to Chapter 2, heading "Administration" of the Harford County Code (1975); to provide a commission which shall oversee and assist the County Government in the operation, direction and establishment of Affirmative Action Programs for County personnel practices; and to advise the County Government on matters of Equal Employment Opportunity Policy; and generally relating to matters thereof.

By the Council, June 10, 1975

Introduced, read first time, ordered posted and public hearing scheduled

on: July 8, 1975at: 7:45 P.M.By Order: Angela Markowski, Secretary

## PUBLIC HEARING

Having been posted and Notice of time and place of hearing and Title of Bill having been published according to the Charter, a public hearing was held on July 8, 1975 and concluded on July 8, 1975.

Angela Markowski, Secretary

BILL NO. 75-50

(as amended)

1 Section 1. *Be It Enacted By The County Council Of Harford*  
2 *County, Maryland*, that new Article 20, heading "Equal Employment  
3 Opportunity Advisory Commission" be, and it is hereby added to  
4 Chapter 2, heading "Administration" of the Harford County Code  
5 (1975) all to read as follows:

6 ARTICLE 20. EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMISSION.  
7 Section 2-1. Creation; Purposes.

8 (a) There is hereby created an Equal Employment  
9 Opportunity Advisory Commission for the purpose of insuring that  
10 all Affirmative Action Programs and Equal Employment Opportunity  
11 Programs established by the Government of Harford County, Mary-  
12 land, are adhered to by all County departments, agencies, boards  
13 and commissions. The Commission shall also be responsible for  
14 the overall program coordination and policy administration of all  
15 Affirmative Action Programs and Equal Employment Opportunity  
16 Programs in Harford County, Maryland.

17 Section 2-2. Members; Term of Office; Officers.

18 (a) The Commission shall consist of ten (10) members who  
19 shall be appointed by the County Executive AND CONFIRMED BY THE  
20 COUNTY COUNCIL. AT LEAST FIFTY PERCENT (50%) OF THE COMMISSION  
21 SHALL BE MEMBERS OF MINORITY GROUPS AND THE MEMBERSHIP SHALL  
22 CONSIST OF PERSONS OF BOTH SEXES. The members' terms shall be  
23 coterminous with that of the County Executive. The County  
24 Executive shall annually designate a member to serve as chairman.  
25 The Commission may elect a vice-chairman, secretary or any  
26 other officer that it deems necessary for the performance of its  
27 duties. The membership shall be composed of:

- 28 (1) The Equal Employment Opportunity Coordinator;  
29 (2) Two (2) representatives of management personnel;  
30 (3) Two (2) union representatives;  
31 (4) One (1) Human Relations Commission  
32 representative;

(5) Three (3) employees at-large;

(6) The County Executive or his designee as a non-voting member.

Section 2-3. Duties; Reports; Meetings.

(a) The duties of the Commission shall include, but not be limited to the following:

(1) The giving of advice to the County Executive on all matters of Equal Employment Opportunity Policy;

(2) Assisting in the development of Affirmative Action Programs;

(3) Periodic review of Affirmative Action Plans and Equal Employment Opportunity Programs with reports to the County Executive AND THE COUNTY COUNCIL and the Personnel Officer concerning said plans and programs;

(4) The giving of advice and assistance to Harford County, Maryland, management personnel on needed changes and/or improvements in the Affirmative Action Plans and the Equal Employment Opportunity Programs;

(5) To oversee and insure that all Affirmative Action Programs and Equal Employment Opportunity Programs established by the Harford County, Maryland, Government are implemented and adhered to by all County departments, agencies, boards and commissions;

(6) The Commission shall hold OPEN meetings where Harford County, Maryland, employees shall have the opportunity to raise questions concerning the implications and purposes of Affirmative Action Plans and Equal Employment Opportunity Programs. These meetings shall also be considered to be a forum for the employees of Harford County, Maryland, to recommend changes and/or improvements in said plans or programs;

(7) The Commission shall meet monthly and shall hold special meetings at the call of the chairman or any three

1 (3) members of the Commission. The Commission shall adopt such  
2 rules and regulations as it may deem necessary to govern its  
3 procedure and business in accordance with Section 807 of the  
4 Charter of Harford County, Maryland.

5 (8) The County Executive OR THE COUNTY COUNCIL may  
6 provide for reference to the Commission, for review and  
7 recommendation, any additional matters related to the Commission's  
8 functions and duties. The Commission shall have such other  
9 duties, powers and functions as may be provided by directive  
10 of the County Executive not inconsistent with this Article.

11 Section 2. *And Be It Further Enacted*, that if any provision or  
12 provisions of this Act, or the particular application thereof,  
13 shall be held to be invalid, the remaining provisions and their  
14 application, shall not be affected thereby. Should any provision  
15 hereof be inconsistent with any rule, regulation or policy of  
16 any other agency having jurisdiction, such provision shall be  
17 invalid but the remaining provisions and their application shall  
18 not be affected thereby.

19 Section 3. *And Be It Further Enacted*, that this Act is hereby  
20 declared to be an Emergency Act necessary for the proper  
21 operation of personnel administration in the Harford County,  
22 Maryland, Government and shall take effect on the date it  
23 becomes law.

24 EFFECTIVE August 14, 1975  
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LIBER 2 PAGE 17

BY THE COUNCIL

Read the third time.

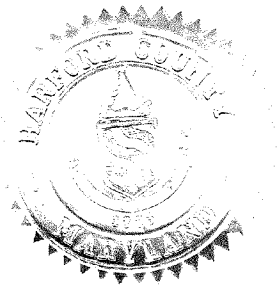
Passed LSD 75-26 (August 12, 1975) (with amendments)

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By order

Angela Markowski, Secretary

Sealed with the County Seal and presented to the County Executive  
for his approval this 13th day of August, 1975  
at 4 o'clock P.M.



Angela Markowski, Secretary

BY THE EXECUTIVE

APPROVED:

[Signature]  
County Executive

Date 8-14-75

BY THE COUNCIL

This Bill, having been approved by the Executive and  
returned to the Council, becomes law on August 14, 1975.

Angela Markowski  
Angela Markowski, Council Secretary

Rec'd for record 9/18 1975 at 2:30 P.M.  
Same day recorded & examined, per  
H. Douglas Chilcoat, Clerk